

What is claimed is:

1. A method of evaluation or assessment of persons, jobs, or employees comprising:

- (a) assigning a password for a respondent;
- (b) initializing a set of permissions relative to the password;
- (c) providing an assessment instrument to a respondent after verification of password;
- (d) receiving responses from the respondent to the assessment instrument;
- (e) processing the responses into an assessment report;
- (f) sending the assessment report to one or more locations authorized by the set of permissions associated with the password.

2. The method of claim 1 further comprising managing distribution of documents including assessment instruments, over a wide area network.

3. The method of claim 2 wherein the wide area network is a global computer network.

4. The method of claim 1 wherein the password is useable one time and then invalidated.

5. The method of claim 1 wherein the permissions include what can be accessed, opened, or changed.

6. The method of claim 1 wherein the assessment instrument is a survey related to human performance.

7. The method of claim 5 wherein human performance relates to job performance.

8. The method of claim 5 wherein human performance relates to personal performance.

9. The method of claim 1 further comprising assigning a password for one or more other entities.

10. The method of claim 8 wherein the entities are categorized in a hierarchy of different hierarchy levels.

11. The method of claim 16 wherein each hierarchy level has a set of permissions.

12. The method of claim 17 wherein the hierarchy levels range from a higher to a lower hierarchy level, and no set of permissions of a lower hierarchy level is broader than any higher hierarchy level.

13. The method of claim 2 wherein there can be simultaneous access by a plurality of authorized entities.

14. The method of claim 13 further comprising a web site.

15. The method of claim 14 wherein the web site contains an administration site and a survey site.

16. The method of claim 9 wherein a plurality of entities can have simultaneous access.

17. The method of claim 1 wherein the password comprises identifying information and a secured access code.

18. The method of claim 9 wherein the other entities are selected from the set comprising a master distributor, a distributor, a client and a respondent.

19. The method of claim 18 wherein the set of permissions associated with a master distributor password include (a) ability to create response links and passwords, (b) ability to set up new accounts, (c ) ability to manage reports, (d) ability to change its own and others' account options.

20. The method of claim 18 wherein the set of permissions associated with a distributor password include (a) ability to create response links and passwords, (b) ability to set up new accounts, (c ) ability to manage reports, (d) ability to change its own account options.

21. The method of claim 18 wherein the set of permissions associated with a client include (a) ability to create response links and passwords, (b) ability to manage reports, (c) ability to change account options.

22. The method of claim 18 wherein the set of permissions associated with a respondent include (a) respond to an assigned assessment instrument.

23. The method of claim 1 wherein the step of sending the reports includes a variety of reporting options.

24. The method of claim 23 wherein the variety of options includes (a) to whom the report will be sent, (b)

when they will be sent, (c ) what will be in the report, (d) what form it will be sent.

25. The method of claim 1 wherein the variety of reporting options include (a) an activity report of who responded to assessment instruments, (b) automatic electronic delivery of a report to one or more addresses, (c ) sorting capabilities, (d) summarizations.

26. The method of claim 1 further comprising changing options for the permissions via the wide area network.

27. The system of claim 1 wherein more permissions than are assigned to an entity can not be passed on to another entity.

28. A method for managing distribution of assessment documents over a wide area comprising:

- (a) providing an assessment instrument for completion by respondents;
- (b) assigning a password for an entity having a level of rights;
- (c) initializing permissions relative to the password based on the level of rights for the entity, said permissions including at least one respondent password having permissions based on the level of rights for a respondent;
- (d) allowing the entity access to a web site on a global computer network and enabling the initialized permissions for the entity;
- (e) providing an assessment instrument to the respondent;

- (f) receiving responses from the respondent to the assessment instrument;
- (g) processing the responses into an assessment report;
- (h) sending the assessment report to one or more locations authorized by the permissions.

29. The method of claim 26 wherein the set of permissions for a given level of rights can not be exceeded by a password associated with a lesser level of rights.

30. The method of claim 27 further comprising four levels of rights, namely, master distributor, distributor, client, and respondent.

31. The method of claim 28 wherein the permissions associated with a master distributor level of rights include (a) ability to create response links and passwords, (b) ability to set up new accounts, (c ) ability to manage reports, (d) ability to change its own and others' account options.

32. The method of claim 28 wherein the permissions associated with a distributor level of rights include (a) ability to create response links and passwords, (b) ability to set up new accounts, (c ) ability to manage reports, (d) ability to change its own account options.

33. The method of claim 28 wherein the permissions associated with a client level of rights include (a) ability to create response links and passwords, (b) ability to manage reports, (c) ability to change account options.

34. The method of claim 28 wherein the permissions associated with a respondent level of rights include (a) respond to an assigned assessment instrument.

35. A system for managing assessments comprising:

- (a) a plurality of terminals each adapted to access a wide area network;
- (b) a central server;
- (c) software associated with the central server which administers a web site and which provides permissions;
- (d) a password having a set of permissions correlated to a respondent to an assessment survey;
- (e) a password having a set of permissions correlated to an entity interested in the respondent's responses to the assessment survey.

36. The system of claim 33 wherein the assessment relates to job or personal performance of a human.

37. The system of claim 33 wherein the assessment survey is electronic in nature or is hard copy in nature.

38. The system of claim 33 wherein the report is electronic in nature or is hard copy in nature.

39. The system of claim 33 wherein the set of permissions can vary from password to password.